

## **ARTICLE 6**

### **MANAGEMENT RIGHTS**

It is agreed that, except as limited by this Agreement, the management of Departments and Agencies in the Bargaining Unit shall inhere in the Employer. Management rights include, but are not limited to, the right, without engaging in negotiations, to:

Determine matters of managerial policy; mission of the Agency; budget; the method, means, and personnel by which the Employer's operations are to be conducted; organization structure; standards of service and maintenance of efficiency; the right to select, promote, assign, or transfer employees; discipline employees for just cause in accordance with this Collective Bargaining Agreement; and in cases of temporary emergency, to take whatever action is necessary to safeguard employees in accordance with MIOSHA Safety Standards, and carry out the Agency's mission.

Make reasonable work rules which regulate performance, conduct, and safety and health of employees, provided such work rules shall be reduced to writing and furnished to the Union at least ten (10) work days in advance of their effective date. Additionally, work rules will be made available to each Bargaining Unit employee subsequent to the Union's review and prior to their effective date.

This Agreement, including its supplements and exhibits attached hereto (if any), concludes all primary negotiations between the parties during the term hereof and satisfies the obligation of the Employer and the Union to bargain during the term of this Agreement, except as otherwise provided in this Agreement. The Union acknowledges and agrees that the bargaining process, under which this Agreement has been negotiated, is the exclusive process for affecting terms and conditions of employment at both primary and secondary levels, and such terms and conditions shall not be addressed under Civil Service Rules and Regulations.

The parties agree that by mutual agreement they may reopen for negotiations any portions of this Agreement.

The parties acknowledge that during the negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any negotiable subject or matter, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.